

Diversity and Cultural Competency Resources

The Division of MCH Workforce Development (DMCHWD) engages in a variety of activities to support diversity and cultural competency within the Division and its investments.



*Supporting the **HRSA STRATEGIC PLAN GOAL TO IMPROVE HEALTH EQUITY***, the Division's Strategic Goal 2 addresses this topic with a workforce-specific focus: Prepare and empower MCH leaders from diverse communities to promote health equity, wellness, and reduce disparities in health and health care.

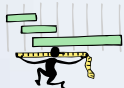
Learn more about the Division's strategies for improving diversity, cultural and linguistic competency, and health equity at: <http://mchb.hrsa.gov/training/about-national-goals-G2.asp>.

MATERNAL AND CHILD HEALTH PIPELINE TRAINING PROGRAMS (MCHPTP)



The MCHPTP promote the development of a culturally diverse and representative health care workforce by recruiting diverse applicants (including racial and ethnic minorities), and training students from disadvantaged backgrounds into MCH professions. Focusing on undergraduate students enrolled at institutions that have a demonstrated record of training individuals who are from disadvantaged backgrounds and who are underrepresented in the MCH field, The MCHPTP educates, mentors, guides and provides enriching experiences to increase students' interests in MCH public health professions. Learn more at: <http://mchb.hrsa.gov/training/projects.asp?program=22>

PERFORMANCE MEASUREMENT AND REPORTING REQUIREMENTS



Annual Grant Reporting requirements include three elements related to diversity and cultural competence:

- **Trainee Diversity PM 09:** MCHB collects data on the percentage of participants in MCHB long-term training programs who are from underrepresented racial and ethnic groups.
- **Cultural Competence: PM 10:** MCHB collects data on the degree to which MCHB-funded programs have incorporated cultural and linguistic competence elements into their policies, guidelines, contracts and training. Grantees rate the degree to which their programs have incorporated cultural and linguistic competence across 10 elements.
- **Faculty Diversity:** The Division also collects race and ethnicity data for all faculty and staff that contribute to MCH Training Program grants.

SNAPSHOT OF LONG-TERM TRAINEE RACE AND ETHNICITY DATA, FY12

Total Long Term Trainees	Underrepresented Race*	
	n	percent
2341	592	25.3%

2010 US Census: 21.4% of US population is from an underrepresented racial group

Total Long Term Trainees	Ethnicity: Hispanic or Latino	
	n	percent
2341	208	8.9%

2010 US Census Data: 16.3% of US population is Hispanic or Latino

* American Indian or Alaskan Native, Asian, Black or African American, Native Hawaiian or Pacific Islander, or two or More Races.

PARTNERS IN THE FIELD



The **National Center for Cultural Competence (NCCC)** at Georgetown University Center for Child and Human Development develops a range of products to support MCHB-funded training programs in advancing and sustaining cultural and linguistic competence. Example resources from the NCCC include the following:

- *Documenting the Implementation of Cultural and Linguistic Competence: A Guide for Maternal and Child Health Bureau Funded Training Programs*
- *Rationale for Cultural and Linguistic Competence in MCHB–Funded Training Programs*
- *Curricula Enhancement Modules MCH Training Programs*

To view all materials developed for DMCHWD, visit: <http://nccc.georgetown.edu/projects/dmchwfd.html>

DIVERSITY PEER LEARNING COLLABORATIVE



In 2009-2011, the Division sponsored a Diversity Peer Learning Collaborative to support existing MCH Training Program grantees in their efforts to increase racial and ethnic diversity of trainees and faculty through technical assistance, peer mentoring, and collaboration. Eleven (11) selected Teams, consisting of MCH Training Program grantees and institutional or community-based partners, received technical assistance to address diversity challenges in their MCH Training Programs.

An evaluation of the Collaborative conducted by the HRSA Office of Research and Evaluation found that overall the Collaborative enhanced leadership on diversity issues, deepened commitments to addressing the issue of diversity, and gave visibility to and raised awareness about the issue of diversity.

Learn more about the Collaborative at: http://mchb.hrsa.gov/training/grantee_resources_dtpc.asp